

CAMPION, BARROW & ASSOCIATES

Comprehensive Psychological Services

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Succession Evaluation

The senior leadership role within a church is a critical position for obvious reasons. Most churches within the Vineyard Movement have been built through the long-term ministry efforts of the Senior Pastoral Team. Vineyard Churches are different than other larger denominations that may switch or move a pastor from one church to another. The Vineyard Movement is also in a unique position because this is the first time it has experienced a generational shift. This leaves the founders of the ministry to assess and look for individuals who can continue the vision of the church, and to take their place in senior leadership. This evaluation process is similar to that of promotional evaluations in different industries and occupations. Most individuals are not considered for leadership or for promotional opportunities unless they have proven proficiency and success with their current responsibilities. However, individuals struggle or fail in the promoted position when they have not been fully equipped or are too challenged in their abilities. It is difficult to fully assess a person's ability to assume this leadership role because he or she continues under the care and support of senior leadership. The ability to function successfully can only be determined if he or she fully assumes the role outside the support and care he or she is accustomed to. This evaluation process will provide insight and awareness to potential hurdles, struggles, and personality styles so they can be managed and mentored proficiently, thereby allowing succession in the future to be seamless and successful.

Transitioning the "baton" is not as easy as one may think. Many athletic relay teams spend a tremendous amount of time working on the handoff process so that the baton is not dropped or loses speed. The care given to this process in athletic events parallels the process when it comes to ministry transitions. It is not uncommon for senior leadership to feel comfortable and supportive of the person or persons they are grooming because they have spent time together, observed them to be successful in their ministry roles, and have seen God move through them. However, they will never truly know how this person or persons will be in the senior leadership position. A successful transition plan is completed with intentionality and time. Rushing the transition or delaying the transition process can result in difficulties. The evaluation process will make the transition process more efficient and effective because it provides information to increase mentoring and personal growth cutting to the key issues needing to be address for longevity and success. The evaluation process is completed through distance administration and interview. A sample report can be made available upon request.